## EXHIBIT 9

### In The Matter Of:

# *carey bradford and cody bolen v. LOGAN'S ROADHOUSE, INC.*

BOLEN, WILLIAM CODY - Vol. 1
June 5, 2015

#### MERRILL CORPORATION

LegaLink, Inc.

20750 Ventura Boulevard Suite 205 Woodland Hills, CA 91364 Phone: 818.593.2300 Fax: 818.593.2301

- 1 Q. Do you recall what the content of that
- 2 conversation was?
- 3 A. I know she used to tell me that they would
- 4 shave her hours off. You know, she might work 20
- 5 hours, but they may only pay her for 10 hours of what
- 6 she was doing.
- 7 And then they were doing -- I forgot what
- 8 the whole conversation was, but I do remember that
- 9 they were telling her -- she was actually working 20
- 10 hours, but she was only getting paid for 10.
- 11 Q. And the only reason you have any knowledge of
- 12 that is because of what she told you over Facebook,
- 13 correct?
- 14 A. Yes.
- 15 Q. You don't have any personal knowledge of what
- 16 was going on at Alabama?
- 17 A. No, uh-uh. Like I said, I think it was
- 18 Alabama. That may be wrong, but I'm almost certain it
- 19 was.
- 20 Q. Just to be clear, which restaurants -- which
- 21 Logan's restaurants did you work at any time while you
- 22 were employed?
- 23 A. What was that again?
- Q. Which Logan's restaurants have you worked at?
- 25 A. The One Hundred Oaks, the Hickory Hollow and

- 1 the Rivergate location.
- Q. And other than those three locations, you
- 3 don't have any personal knowledge of anything that was
- 4 going on at any other Logan's locations?
- 5 A. No personal knowledge, no, sir.
- 6 Q. Do you recall anything else about this
- 7 conversation with the woman who you thought was from a
- 8 store in Alabama?
- 9 A. No.
- 10 Q. And you said you had Facebook communications
- 11 with some of the individuals listed on Exhibit 1?
- 12 A. Yes.
- 13 Q. Who have you had Facebook communications with?
- 14 A. When you talk about communications, as in
- 15 what?
- 16 Q. Well, you mentioned earlier that some of these
- 17 individuals you had Facebook communications with,
- 18 correct?
- 19 A. Communications, I mean, talking back and forth
- 20 with them, or just basically saying "Here is the
- 21 website. You can go to it and make up your own mind"?
- 22 Q. Any of that, sir.
- 23 A. Yeah, every one of these.
- Q. Every one of them?
- 25 A. Yeah.

- 1 Q. Any discussion about what hours you would be
- 2 working?
- 3 A. No.
- 4 Q. Any discussion about what duties you'd be
- 5 required to perform?
- 6 A. No. I think when I come back in, they told me
- 7 about -- I believe it was what training was, and that
- 8 was it.
- 9 Q. You started working with Logan's on or around
- 10 April 24, 2009; is that right?
- 11 A. I think that's -- yes. I think that's when I
- 12 signed my paperwork to start. But I don't think the
- 13 restaurant actually opened until that following week,
- 14 the first of May.
- But I guess they considered you hired
- once you accepted the position and you signed their
- 17 stuff, the paperwork and stuff.
- 18 Q. So is it fair to say your employment started
- 19 on or around April 24?
- 20 A. Yes, uh-huh.
- 21 (Document marked as Exhibit 4.)
- 22 BY MR. STUHLDREHER:
- 23 Q. Let me hand you what's been marked as Exhibit
- 4 to your deposition. This is a copy of the Wage/Hour
- 25 Acknowledgment you signed when you began your

- 1 employment with Logan's.
- 2 A. Right.
- 3 Q. If you'd look at the bottom of this document
- 4 where it says "Signature," that's your signature?
- 5 A. It is.
- 6 Q. And you signed this document on April 24,
- 7 2009?
- 8 A. I did.
- 9 Q. And in the section right above your signature
- 10 the document says, "By signing this form you
- 11 acknowledge as follows: That you have read and
- 12 understand these policies and will comply with them
- while employed at Logan's Roadhouse or be subject to
- 14 discipline up to and including separation from
- 15 employment"?
- 16 A. That's correct.
- 17 Q. And that's what you agreed to when you signed
- 18 this?
- 19 A. I signed it, yes, sir.
- 20 Q. And that's what you agreed to when you signed
- 21 it?
- 22 A. Yes, sir.
- 23 Q. And the policies that you agreed to follow
- 24 were the policies listed in items No. 1 through 6 on
- 25 this document; is that right?

- 1 A. What was that again?
- 2 Q. Sure. When you signed this wage hour
- 3 acknowledgment, you agreed to follow certain policies,
- 4 and then you understood those policies, right?
- 5 A. Yes.
- 6 Q. And the policies that you had read and agreed
- 7 to follow were the policies listed in Nos. 1 through 6
- 8 on this document; is that right?
- 9 A. Yes, sir.
- 10 Q. And you understood at all times while you were
- 11 employed by Logan's that the policies that are listed
- on this document were Logan's policies, correct?
- 13 A. That's correct.
- 14 (Document marked as Exhibit 5.)
- 15 BY MR. STUHLDREHER:
- 16 Q. I'll hand you what's been marked as Exhibit 5
- 17 to your deposition. This is a copy of a document
- 18 that's titled "Logan's Roadhouse, Inc. Hourly Team
- 19 Member Handbook Statement of Receipt and Opportunity
- 20 to Review"?
- 21 A. Yes.
- 22 Q. And that's your signature at the bottom of the
- 23 document?
- 24 A. It is.
- 25 Q. And you signed this document on April 24,

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- 1 2009?
- 2 A. It is.
- 3 Q. And you agreed with the statements included in
- 4 this document when you signed it, right?
- 5 A. I did.
- 6 Q. And basically what this document says is that
- 7 you have received a Logan's Hourly Team Member
- 8 Handbook and have had the opportunity to read the
- 9 policies that are included in that handbook?
- 10 A. That's correct.
- 11 Q. And it also says that you agree to the
- 12 policies in the handbook and that it was your
- 13 responsibility to keep up with any changes Logan's
- 14 made to the handbook?
- 15 A. That's correct.
- 16 Q. And you agreed to that?
- 17 A. Yes.
- 18 Q. And those are true statements?
- 19 A. Yes.
- 20 (Document marked as Exhibit 6.)
- 21 BY MR. STUHLDREHER:
- 22 Q. I'll hand you what's been marked as Exhibit 6
- 23 to your deposition, and this is a copy of certain
- 24 sections of Logan's Hourly Team Member Handbook that's
- 25 dated April 1st, 2012?

- 1 Q. I'm not asking about those other pages, sir.
- 2 I'm just asking about these particular pages.
- 3 A. Then this isn't the handbook. This is not a
- 4 handbook. You can't just give me -- I can't go to a
- 5 book and tell me this is a book and give me certain
- 6 pages that's, you know, taken out.
- 7 You are giving me -- I mean, I don't know
- 8 how many pages the handbook is. But you have given me
- 9 not even a tenth of what that handbook is, so I
- 10 can't -- you can't just pick and choose what you want
- 11 to pick in there. If you want to hand me the
- 12 handbook, hand me the whole handbook.
- 13 Q. I'm just asking you about those specific
- 14 policies, though. I'm not asking you about the rest
- 15 of the handbook.
- 16 A. I don't know.
- 17 Q. You don't know one way or the other whether
- 18 these were or were not Logan's policies?
- 19 A. I don't know.
- 20 Q. You just don't know?
- 21 A. No, sir.
- 22 Q. Did you attend any training at any time while
- 23 you were employed at Logan's?
- 24 A. Yes, I did.
- 25 Q. When did you attend training?

- 1 A. I believe it was May the 1st of 2009.
- 2 Q. How long did that training last?
- 3 A. It started on a Sunday. We had a meet and
- 4 greet that Sunday night, and I think it went through
- 5 that following Saturday.
- 6 Q. How much time during each of those days did
- 7 you spend attending training?
- 8 A. Without records, I don't know.
- 9 Q. You reported the time that you spent in
- 10 training --
- 11 A. Yes.
- 12 Q. -- on your time records at Logan's?
- 13 A. Yes, sir.
- 14 Q. And you were paid for that time that you spent
- 15 during that training?
- 16 A. Yes.
- 17 Q. Do you recall how you were paid?
- 18 A. By check.
- 19 Q. Do you recall the amount you were paid?
- 20 A. I don't.
- 21 Q. How many people attended that training with
- 22 you?
- 23 A. All of the new hires, servers, bartenders,
- 24 hostesses. I mean, it was a brand new restaurant, so
- 25 anybody that was coming in was a new hire. And then,

- 1 A. No. I said the majority. I wasn't the only
- 2 one. I said I done the majority of the raining.
- 3 Q. So there were other people that did training
- 4 at One Hundred Oaks during that time period?
- 5 A. Ms. O'Brien, like I said, done training as
- 6 well. And at that point in time there was -- after I
- 7 quit, there were other people that had come up and
- 8 done it. I know one lady was -- her name was Tonya.
- 9 But, like I said, I done the majority of
- 10 the training up until the point I said that it was
- 11 enough.
- 12 Q. Okay. But there were other people doing
- 13 training between 2009 and 2014 at One Hundred Oaks?
- 14 A. Yes.
- 15 Q. And you don't have specific records of which
- 16 employees you trained versus which employees other
- 17 people may have trained?
- 18 A. No. I mean, but it's -- I mean --
- 19 Q. And you don't have a specific record of the
- 20 number of hours you spent training?
- 21 A. No. I mean, a lot of times it was off the
- 22 clock, I mean.
- 23 Q. But in terms of the managers who assigned you
- 24 to do this training, which managers were they?
- 25 A. It was the management staff. There was -- at

- one point in time there was David there; Tim was
- 2 there; Ashley was there; Ms. Brei was there. Kenny
- 3 was there, the GM. I mean, all the management, the
- 4 entire management staff was there.
- 5 Q. And we are talking about, in terms of who
- 6 assigned you to do training, it was just the store
- 7 management, the local management at One Hundred Oaks?
- 8 A. Yes.
- 9 Q. No one else?
- 10 A. No.
- 11 Q. And when they assigned you to do this
- 12 training, what did they tell you to do?
- 13 A. Go train them.
- 14 Q. Did they tell you anything else?
- 15 A. No. I mean, I knew what I was doing. I knew
- 16 what the -- what the procedure was from the first day
- 17 that they were there, what they were supposed to do,
- 18 the second day, the third day, the fourth day, and the
- 19 fifth day.
- I mean, like I said, it was my
- 21 responsibility -- when they train, I do their
- 22 classroom time. And then when they break off, it's my
- 23 responsibility to go find a server that's capable
- 24 enough and knowledgeable enough that I feel
- 25 comfortable with putting them in with the server to

- 1 of that time as well.
- 2 Q. And so in terms of -- just so I understand it,
- 3 the training for the servers was one hour of classroom
- 4 time?
- 5 A. Yes.
- 6 Q. Was it always one hour or could it be more or
- 7 less?
- 8 A. Well, what had happened was they got away from
- 9 it because they got tired of doing it. They was
- 10 trying to push people to do training, and they got rid
- 11 of that classroom time that hour before and you were
- 12 doing that all at the very end of the shift. So --
- 13 Q. When did they get rid of that hour of
- 14 classroom time at the start of training?
- 15 A. They necessarily didn't get rid of all of it,
- 16 it's just certain times, if they are short on bodies,
- 17 they need help, push them through.
- 18 Q. And when did that happen?
- 19 A. I mean, it happened multiple times throughout
- 20 the times I was training.
- 21 Q. Did you keep a record of what times that
- 22 happened versus what times it didn't?
- 23 A. No. I did what a manager told me.
- Q. But sitting here today, you don't have any
- 25 records of when you provided the hour of classroom

- bar already knew the food menu itself, so it wasn't as
- 2 in-depth going, "Hey, this is what comes with this,
- 3 what size we got." It's mainly, "Hey, learn the
- 4 liquors. This is what we have got. This is what
- 5 beers we carry," and stuff like that.
- 6 Q. And while you were doing that portion of the
- 7 training, were you also waiting on customers?
- 8 A. At times, because a lot of them was before,
- 9 you know, the shift actually began. So you were
- 10 there, you know, an hour going over everything. Some
- of the times they'd come in when they'd follow you,
- 12 when they are following you, like, back behind the
- 13 bar. Yes, you are getting tips, you are paid. At one
- 14 point in time it was 2.13, and it jumped up to 4.23 an
- 15 hour. They changed the bartender's pay.
- 16 Q. When did that occur?
- 17 A. A year and a half ago. Year and a half --
- 18 less than two years ago. I don't recall, to be
- 19 honest. I just know they implemented a tip pool
- 20 system and went from there.
- 21 Q. I want to kind of take the bartender training
- 22 step by step --
- 23 A. Okay.
- 24 O. -- if we can.
- 25 A. Yeah.

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- 1 Q. So let's just focus on that first step when
- 2 you are going over the drink menus and things like
- 3 that.
- 4 A. Okay.
- 5 Q. How long did that take?
- 6 A. You are talking about when I'm doing another
- 7 bartender, or when I'm bartending and they bring new
- 8 hires in that was going, "Hey, you got a day that you
- 9 done alcohol class"? Which one do you want?
- 10 Q. Is there a difference?
- 11 A. Well, I mean, I just want to make sure that we
- 12 are -- I mean, one, you are basically, you know,
- 13 sitting down with somebody, and another one you are
- 14 basically behind the bar showing them everything.
- 15 Q. Okay. In which case are you sitting down with
- 16 somebody?
- 17 A. When it's a new hire. Or not necessarily
- 18 sitting down. Basically, they would come in at 10:00,
- 19 I wouldn't be able to clock in.
- They'd say, "While you are opening up, I
- 21 need you to train this person, tell her what beer,
- 22 what glasses go in what, what wines, what beer, what
- 23 liquor we have got."
- 24 Q. Okay. Let's take a new hire.
- 25 A. Okay.

- 1 Q. The first time they come in when you are going
- 2 over the drink menus and everything with them.
- 3 A. Okay.
- 4 Q. Are you serving customers during this first
- 5 phase of the training?
- 6 A. There was times that you were; there's times
- 7 that you weren't. There was times that they would
- 8 come in on Saturday mornings, you would do it at
- 9 10:00, not be able to clock in, not clocked in at
- 10 \$2.13 an hour -- or 4.23 an hour as a bartender or as
- 11 trainer. They would say, "Hey, train this person and
- 12 open up your bar at the same time."
- 13 Q. And so during that time what were you clocked
- 14 in at?
- 15 A. Sometimes you weren't.
- 16 Q. And who did you tell that you were not clocked
- 17 in?
- 18 A. The managers. "Hey, can I get clocked in for
- 19 this?" They said, "We'll get to it."
- 20 Q. When did you tell them that?
- 21 A. When they asked me to train.
- 22 Q. Specifically, when? You sitting here, do you
- 23 have recollection of telling a manager that you were
- 24 not able to clock in during training time?
- 25 A. Yeah. I've got a recollection I told them I

- 1 wanted to be clocked in when they asked me to train
- 2 people on --
- 3 Q. Okay.
- 4 A. -- Saturday mornings.
- 5 Q. I'm asking for specifics. When did that
- 6 actually occur?
- 7 A. I mean, I don't have specific dates, if that's
- 8 what you are asking.
- 9 Q. Okay. So for bar training, the first step is
- 10 sometimes you would sit down with a bartender and go
- 11 over the drink menu with them?
- 12 A. No. You would sit down with the new hires
- 13 that come in and done that. Your bartenders you done
- 14 basically behind the bar. You give them a recipe
- 15 book, you show them where all the liquor is at, and
- 16 they are back there with you.
- 17 Q. Okay. So for folks who have bartending
- 18 experience, the only training you provided to them was
- 19 them following you during your shift while you were
- 20 serving customers?
- 21 A. Yes.
- 22 Q. And for new hires, for some of them, you had
- 23 time when you were not serving customers when you
- 24 would go over drink menus and things like that with
- 25 them?

- 1 A. As a bartender you may spend just a couple
- 2 minutes.
- 3 Q. Did you make salads every shift you worked as
- 4 a bartender at Logan's?
- 5 A. Not every shift.
- 6 Q. During the shifts when you made salads as a
- 7 bartender, how long did you spend doing that?
- 8 A. It depends if they had product up at the line
- 9 or not. So, I mean, you may spend 2 minutes doing it,
- 10 and you may spend 10 minutes to go back and do it.
- 11 Because you'd ask the manager, "Hey, there's nobody
- 12 back there making salads." "Well, you go back there
- 13 and do it."
- 14 Q. So the time you would spend from shift to
- 15 shift could vary?
- 16 A. Yeah, 2 minutes to 10 minutes. It depends,
- 17 like I said.
- 18 Q. In terms of the side work that you performed
- 19 both as a bartender and as a server while you worked
- 20 for Logan's, that was -- who assigned that work to
- 21 you?
- 22 A. It was a manager.
- 23 Q. A manager at the restaurant you worked at?
- 24 A. Yeah.
- 25 Q. When you were assigned to do particular side

- 1 Q. Sir, none of your supervisors while you worked
- 2 at Logan's ever followed you around for the entire --
- 3 for an entire shift that you worked, did they?
- 4 A. Follow? Follow as what?
- 5 Q. Stand by your side and see what you were doing
- 6 for every minute of every shift you worked?
- 7 A. No.
- 8 Q. And you never supervised anybody while you
- 9 were -- while you have been employed at Logan's?
- 10 A. No.
- 11 Q. And you never spent an entire work shift
- 12 following any other employee around watching what they
- were doing every minute, did you?
- 14 A. No.
- 15 Q. You never clocked another server or bartender
- into or out of Logan's recording system, did you?
- 17 A. The only time is if a manager was sitting
- 18 right there and she was eating and didn't want to get
- 19 up, yeah.
- 20 Q. So who were you clocking in or out?
- 21 A. If there was a server or kitchen guy that was
- leaving and needed to be clocked out, she's like,
- 23 "Here, go do this"; the manager.
- 24 Q. Who told you to clock them out?
- 25 A. The manager.

- 1 Q. Based on the fact the individual asked to be
- 2 clocked out because they were leaving?
- 3 A. Yes.
- 4 Q. And you have never reviewed the paycheck of
- 5 another Logan's server or bartender?
- 6 A. No.
- 7 (Document marked as Exhibit 7.)
- 8 BY MR. STUHLDREHER:
- 9 Q. I'll hand you what's been marked as Exhibit 7
- 10 to your deposition.
- MR. BRYANT: I have a copy.
- 12 MR. STUHLDREHER: Oh, you have got it?
- MR. BRYANT: Yeah.
- 14 BY MR. STUHLDREHER:
- 15 Q. This is a copy of the complaint you filed in
- 16 this lawsuit.
- 17 A. Yes, sir, it is.
- 18 Q. Have you reviewed this document before today?
- 19 A. Yes, sir, I have.
- 20 O. Whose idea was it to file this lawsuit?
- 21 A. Well, it was -- Carey is the one that
- 22 actually -- you know, we had talked about it and found
- 23 Mr. Jackson, and we talked about it and we thought it
- 24 was a good idea to meet with him, so we contacted his
- 25 office and met with him.

- 1 referring to the side work that we talked about
- 2 earlier?
- 3 A. Yes.
- 4 Q. Anything else?
- 5 A. Well, I mean, going back there and doing prep
- 6 work for salads and stuff that I shouldn't have to be
- 7 doing.
- 8 Q. Right. And that's part of the side work that
- 9 we talked about earlier, right? We talked about
- 10 making salads?
- 11 A. I mean, yeah, you could -- it depends on who
- 12 you talk to. I consider it some side work. But some
- 13 people may consider it, hey, that's extra duties that
- 14 I'm having to do that I'm not supposed to be.
- 15 Q. I'm just trying to understand, when you refer
- 16 to non-tip-producing jobs that you were required to
- 17 work in while clocked in as a tipped employee during
- 18 your employment, that's a reference to the fact that
- 19 you were doing this side work?
- 20 A. Uh-huh.
- 21 Q. Okay. And that's the only thing that it's in
- 22 reference to, correct?
- 23 A. The non-tip?
- 24 Q. Yes, the non-tip-producing work.
- 25 A. Yes.

- 1 Q. Okay.
- 2 A. I want to make sure. Let me bring it up. I
- 3 don't want to tell you wrong.
- 4 Q. I think the allegation is in paragraph 23.
- 5 A. I just found that.
- 6 Q. Okay.
- 7 A. Yes.
- 8 Q. Okay. So, yes, it's referring to side work?
- 9 A. Yes.
- 10 Q. Okay. You are also claiming in your complaint
- 11 that you were required to perform side work more than
- 12 20 percent of your work time?
- 13 A. Correct.
- 14 Q. And the side work you are referring to there
- is the side work we have talked about today, correct?
- 16 A. Right. During the -- while I'm clocked in
- 17 from -- yes.
- 18 Q. Okay. And you never told any Logan's manager
- 19 that you have felt that you had performed side work
- 20 that was taking more than 20 percent of your work
- 21 time, did you?
- 22 A. Yes.
- 23 Q. You had that conversation with a manager?
- 24 A. Yes, I did.
- 25 Q. Who did you talk to about that?

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- 1 A. Ernie, at the Rivergate location.
- 2 Q. When did you have that conversation with
- 3 Ernie?
- 4 A. In November.
- 5 Q. November of 2014?
- 6 A. Yes, sir.
- 7 Q. What did you tell Ernie?
- 8 A. He asked me to go back in to scrub baseboards,
- 9 and I said I'm not doing it.
- 10 Q. This was the conversation that you talked
- 11 about earlier?
- 12 A. That's the conversation that we mentioned
- 13 earlier, yes, sir.
- 14 Q. You ultimately did not scrub those baseboards?
- 15 A. No. And then there's been other times, you
- 16 know, they are telling you to go back and roll more
- 17 silverware, well, you know, of course, you have to do
- 18 it. I mean, that's --
- 19 Q. But in terms of your conversations with any
- 20 supervisor or manager at Logan's about working more
- 21 than 20 percent of your time on side work, the only
- 22 conversation you had about that was with Ernie at
- 23 Rivergate?
- 24 A. Yes.
- 25 Q. And during that conversation with Ernie at

- 1 Rivergate, tell me what you said about the 20 percent.
- 2 A. That the 20 percent was -- he's actually the
- 3 one that brought it up. He says, you know, you can
- 4 only do like 20 -- we allow you 20 percent of side
- 5 work doing in your shift. Well, he's trying to tell
- 6 me that was in the entire shift, it wasn't just while
- 7 you were being as a tipped employee. He's saying, no,
- 8 that 20 percent covers your entire shift.
- 9 Q. Okay.
- 10 A. Andrew, another manager at Rivergate, has
- 11 mentioned that to me.
- 12 Q. What has Andrew mentioned?
- 13 A. About the 20 percent rule as far as he, you
- 14 know, is saying it covers your entire shift when you
- 15 are clocked in.
- 16 Q. Specifically what words did he use? What did
- 17 he say?
- 18 A. He said, you know, by law, you know, you are
- 19 able to do 20 percent of your side work, running side
- 20 work -- or I don't remember exactly how he said it,
- 21 but 20 percent of the side work could be done.
- 22 But he's talking about the entire -- from
- 23 the time that you got there to the time that you left.
- 24 So he's trying to -- he's trying to, you know, imply
- 25 the work afterwards, I've clocked out, that 20 percent

- 1 covers that and I'm no longer being as a tipped
- 2 employee.
- 3 Q. Did anyone at Logan's ever require you to
- 4 declare an amount of tips that you did not receive?
- 5 A. Yes.
- 6 Q. Who did that?
- 7 A. Managers.
- 8 Q. When you say "managers," who are you referring
- 9 to?
- 10 A. Just whoever the supervisor was that morning.
- 11 I mean, it could be going over your pre-meal. They
- 12 come you up and tell you, "Hey, you need to claim more
- 13 tips."
- 14 Well, "You are 8, \$10 short, \$20 short,
- 15 you need to claim that today."
- "Well, I didn't make it."
- "Well, you still need to claim that \$20
- 18 or you are going to be wrote up."
- 19 Q. And which manager specifically told you to do
- 20 this?
- 21 A. To claim more tips?
- 22 Q. Correct.
- 23 A. I mean, Kevin, the one over at Rivergate,
- 24 brung it up.
- 25 Q. Any other managers that told you to do this?

- 1 Q. It did -- it did need to be?
- 2 A. It didn't need to be.
- 3 Q. It didn't need to be?
- 4 A. No.
- 5 Q. Other than the allegations that are included
- 6 in your declaration, do you believe Logan's did
- 7 anything else that was wrong with regard to your pay
- 8 or anyone else's?
- 9 A. As in?
- 10 Q. Well, other than what's in here, do you
- 11 believe Logan's has done anything else that's wrong
- 12 with regard to your pay?
- 13 A. I don't know. I mean, this is what I thought
- 14 they done wrong.
- 15 Q. Okay. At the time you signed this
- 16 declaration, and even sitting here today, the
- 17 allegations that are included in the declaration are
- 18 all that you believe Logan's --
- 19 A. Yes.
- 20 Q. -- has done wrong at this time?
- 21 A. Yes.
- 22 Q. And you knew when you signed this declaration
- 23 it was going to be presented to the judge in this
- 24 case, correct?
- 25 A. Yes, I did.

- 1 Q. You knew the judge was going to rely on it?
- 2 A. Yes.
- 3 Q. So as part of your declaration you included
- 4 everything that you believe supports your claim in
- 5 this lawsuit that Logan's did anything wrong to you or
- 6 to anyone else?
- 7 A. Yes.
- 8 Q. When you say in your declaration that you
- 9 believe it's a practice of Logan's to require all its
- 10 tipped employees to perform non-tip-producing side
- 11 work in excess of 20 percent of their time while
- 12 clocked into the company's payroll system as a tipped
- 13 employee --
- 14 A. Let me get there.
- 15 Q. Sure.
- 16 A. Go ahead.
- 17 Q. I'm looking at paragraph 8 of your
- 18 declaration.
- 19 A. Okay.
- 20 Q. What's the basis for your belief as stated in
- 21 paragraph 8 of your declaration?
- 22 A. Why I believe it's the practice of Logan's to
- 23 do that?
- 24 Q. Yes.
- 25 A. They have done it to me. I've seen they have

- 1 done it to every employee that I've ever worked with.
- 2 It doesn't change from employee to employee to
- 3 restaurant to restaurant. I've been to three
- 4 different ones in a matter of four or five months, and
- 5 it was the same thing to every restaurant.
- 6 Q. So your belief with regard to your statement
- 7 in paragraph 8 is based on what you experienced
- 8 Logan's doing to you in terms of asking you to do side
- 9 work?
- 10 A. Right.
- 11 Q. And also the fact that you saw that other
- 12 servers and bartenders at the three restaurants that
- 13 you worked at did side work?
- 14 A. Right. And then, again, like I said, I
- 15 mentioned earlier some of the people that I talked
- 16 with that I asked them, "Hey, was this being done in
- 17 the restaurant?"
- 18 "Yes."
- 19 Q. Okay. And, again, with regard to those
- 20 individuals who worked in restaurants other than the
- 21 ones you worked in, the only evidence you have that
- 22 anything went on there or the only evidence you have
- 23 about what's Logan's practices were at any of those
- 24 restaurants is what those people told you?
- 25 A. Right.

- 1 was -- that you made, just credit card only, on that
- 2 column.
- 3 Q. Okay. Then so you enter that number plus
- 4 whatever your cash tips are?
- 5 A. Yeah. You say, well, you know, it's showing
- 6 here that I made \$60 in credit card tips, I made \$20,
- 7 \$30 in cash tips, I'm putting in \$90.
- 8 Q. Okay. So you just enter that one number --
- 9 A. One number.
- 10 Q. -- into Logan's tip reporting system?
- 11 A. Yes.
- 12 Q. And you don't have any personal knowledge of
- 13 what any other servers or bartenders at Logan's made
- in terms of tips or pay or any of that, do you?
- 15 A. The servers were paid the same and the
- 16 bartenders were paid their hourly wage, but what they
- 17 were making in tips, no.
- 18 Q. You don't have any idea of what any other
- 19 server or bartender made in tips at any given time?
- 20 A. No.
- 21 Q. You said earlier that there were those three
- 22 to four times you were requested to declare an amount
- 23 of tips that you didn't actually receive, right?
- 24 A. Correct.
- 25 Q. And you knew at that time that that violated